

# Annual report and financial statements

For the year ended 31 March 2025





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# Welcome From The Chair of Trustees

## A Year of Progress, Compassion, and Commitment

It is my privilege to introduce our Annual Report for April 2024 to March 2025. This has been a year of both meaningful progress and considerable challenge across the wider charity landscape, and I am proud of how bibic has responded with compassion, resilience, and unwavering commitment to the children, young adults, and families we exist to support.

At the heart of bibic is a belief that every child and young adult deserves the chance to thrive. This year, we directly supported 525 children and young adults, with 97% of families telling us we helped them better understand their child's needs. More than ever, we have seen the impact of our personalised, holistic approach - not only on the children and young adults we work with, but on their families, schools, and wider support networks. For many families who come to bibic, they arrive having tried everything and feeling unseen. To be understood, listened to, and given meaningful strategies can be life-changing. The stories and outcomes shared throughout this report reflect that reality deeply and powerfully.

One of our most significant achievements this year has been reducing the waiting time for our assessments from 68 weeks to just 12. This is an extraordinary shift, driven by the dedication and innovation of our Therapy Team and colleagues across the organisation. It means families are receiving help sooner, at a time when early intervention can make a profound difference.

This year, we have also introduced our bibic Youth Ambassadors - a vital step in expanding our reach and ensuring the voices of young people are actively shaping our work. Their involvement is already helping us develop content and conversations that resonate more meaningfully with younger audiences. They are helping us meet families where they are - not just geographically, but emotionally, culturally, and generationally.

We have continued to expand our digital offer too, including the launch of our podcast, The SENsational Life with bibic, which is enabling us to support families well beyond the confines of geography. These moments of connection - listening on the school run, late in the evening, or after a difficult day - are reducing isolation and strengthening understanding at scale.

Like many charities, we continue to face economic pressures. Fundraising remains challenging, particularly in a climate where grants are increasingly competitive and feedback when unsuccessful is often limited. I would like to extend my sincere thanks to our Fundraising and Marketing team, who work tirelessly - often behind the scenes - to build relationships, craft applications, and tell our story with sensitivity and conviction. Their perseverance is critical to ensuring our services remain accessible to all who need them.

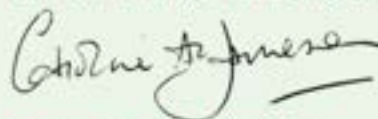
Thanks to supporters across the country - individuals, organisations, volunteers, corporate partners, trusts and foundations - we have been able to maintain our fee waiver fund so that no family is turned away due to cost. This support underpins everything we do.

Our strategic priorities remain focused: reaching more families, growing sustainable income streams, and making the very best use of our resources. We are committed to strengthening partnerships, building awareness beyond the South West, and continuing to develop services that evolve with need - including our new adult programmes launching in the coming year.

As we look ahead, the need for our services has never been greater, yet the fundraising environment remains uncertain. Every donation, no matter the size, helps us maintain vital services like our fee waiver fund and ensures we can continue reducing waiting times for families in crisis. Your ongoing support - whether through regular giving, one-off donations, or by championing our work in your communities - makes an immediate and lasting difference to families who have nowhere else to turn.

Finally, I want to express my sincere thanks to our dedicated staff, volunteers, supporters, trustees, and, most of all, to the families who trust us and share their stories. Your honesty, courage, and partnership continue to guide and inspire our work.

Together, we are making sure that every child and young adult is seen, understood, and empowered to thrive. Thank you for being part of that journey.



**Caroline Jameson,**  
Chair of Trustees





# Family Forward



Octavia is an adopted child, who joined us aged just 13 months. People often assume that because a child has been placed so young, that they won't remember anything and therefore should grow up relatively unaffected. Sadly, it just wasn't as simple as that for Octavia. As she started to grow and develop in her newly safe, healthy and loving surroundings, it became increasingly clear that she was different to other children. In so many unique and wonderful ways, but also in some concerning ways, that ultimately led us to bibic. And thank goodness they did!

Since the age of 3, it became apparent that she displayed traits of neurodivergence. These became heightened during covid, when schooling was disrupted and we'd also welcomed a newborn baby into our home. Things further exacerbated when I suffered an accident, rendering me incapacitated for many months. Octavia simply couldn't cope, and neither could we. We started seeing some of the more extreme behaviours of attachment trauma, sensory processing and ADHD traits. She was struggling both at home and at school, but sadly her school weren't able to meet her needs and it was agreed that we should move her to a better equipped school, further triggering her attachment issues.

Through a client of mine, we were recommended bibic, and immediately reached out. We were met with warmth and understanding, and while we had to wait a little while for the full assessment, we already felt we were in safe hands and knew that somebody was on our side.

The assessment was mind blowing! The thoroughness, quality time spent with us, and practical take-aways were exactly what we needed. Far greater than our expectations. We then followed up with the JIAS therapy, which was an absolute game changer.

Octavia, by her nature, is a kind-hearted, loving and thoughtful little character. But these beautiful qualities had been over shadowed for so long by her challenging behaviour, inability to form healthy relationships and complete dysregulation. After just a few months of the JIAS therapy, we'd started to see our little girl return to her true nature. We're about 18 months on now, and she's an absolute delight. She regulates her emotions, she's got a good group of friends, her attitude towards learning is better, as well as her ability to learn, and, most importantly, she's no longer living in 'fight or flight' mode all the time.

When we presented her report to the school, they were amazed at the detail and qualitative data assessed, far more thorough than what they were used to seeing by mainstream providers. They'd heard of the JIAS therapy and were supportive, and have been completely blown away by her progress during her course of treatment, and are now experiencing a totally different child to the one who first joined them in 2022.

Octavia has exceeded all of our expectations, and meeting with bibic has completely changed the trajectory of her life. We now have coping mechanisms, strategies and a deep understanding of how her mind works and her behaviours. She now has a greater understanding of herself too, as well as her own set of tools to self-regulate and calm her nervous system. We finally have our little girl back. Her kindness, her love, and her genuinely happy smile. Thank you bibic. Truly life changing.

by Luke Voulgarakis





# Our Purpose

## Why we exist

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

Children and young adults with disabilities and additional needs are often unsupported and excluded from society because there is a lack of understanding about their needs and how they can be met.

At bibic, we passionately believe that everyone deserves to thrive, contribute in their community and live happy lives. Increasingly we see children and young adults with less understood, hidden health or behavioural needs as well as those with profound disabilities or special educational needs. With or without a diagnosis, we're here to help them overcome their challenges.

Our holistic assessments and therapies are both bespoke to each child or young adult and as individual as they are. We support the whole family, not just the child or young adult we are working with.

Families can find themselves in crisis. We stand by their side to help them understand their child's needs, empowering them with strategies to support their daily life and long-term development.

## Public benefit statement

The Trustees confirm that they have paid due regard to the Charity Commission's general guidance on public benefit under the Charities Act 2011.

In particular, they consider how planned activities will contribute to the aims and objectives of the charity and are satisfied that all activities continue to be related to its purpose as set out in the governing document.

The charity exists to benefit children and young adults with a wide range of additional needs and disabilities and their families. Our public benefit is best understood through the words of the families themselves and we have shared as many as possible with you within this report.

**Holistic**



**Transformative**



**Nurturing**



**Progressive**





# What we do

bibic is the UK's sole organisation offering such a personalised and comprehensive therapy approach. We assess the individual as a whole, crafting a tailored therapy plan that addresses the unique needs of each child or young adult. This plan combines sensory, cognitive, behavioural, emotional, developmental, and physical exercises, along with practical strategies for home, school, and everyday life. Children and young adults with disabilities and additional needs often face multiple diagnoses or overlapping challenges, requiring specialised and thorough therapy. Our "whole person" approach ensures more effective and lasting positive outcomes.

This core service represents  
52% of the work we do.

bibic's detailed report helps families access further support from the NHS, local authorities, nursery, school, or college and through other organisations. Every assessment package costs around £2,790.73. The family is asked to contribute £950 and bibic fundraises the remaining £1,840.73.

54% of the children and young  
adults we support have no  
diagnosis.

We have a special fund to help cover the £950 contribution for families with a low income, keeping true to our founding vision of never turning away a child or young adult who needs our support. Thanks to the support of several donors, including Irwin Mitchell LLP, Disa's Fund and Somerset Community Foundation, this year our fee-waiver fund helped twenty-five families access crucial support.

## Our core service:

Two day assessment, bespoke therapy programme and support package

**Day one:** Our Therapists collaborate closely with the child or young adult, conducting a variety of tests, screeners, exercises, and observations. By listening attentively to the entire family's concerns, they gain a comprehensive understanding of the challenges and needs involved. From this insight, they develop a customised developmental therapy programme tailored to address the specific needs of the child or young adult.



**Day two:** On the second day, we equip parents and carers to take on the role of therapist by thoroughly explaining the therapy plan, providing training, and offering ongoing support to help them implement it at home.



**Keyworking:** We maintain close communication over an agreed period, offering ongoing support through regular scheduled calls whenever needed. At the six-month mark, we conduct a formal progress evaluation and continuously introduce new therapies and strategies to align with their ongoing development.

After six months, we invite families back for a reassessment and additional support if needed. Our post-service support sessions and tailored consultations offer families greater flexibility. Many families continue to receive our support for years, ensuring long-term care for children and young adults.



# bibic strategic priorities

2023 - 2028

## Mission Statement

We offer holistic therapy to children and young adults with neurological, behavioural, and developmental challenges, enabling them to understand themselves and the world around them. We champion their perspective, helping others to see it too. Together we transform families' lives so they can thrive.

## About bibic

bibic is a small national charity making a big difference. Since 1972, we have evolved into a national charity supporting not only those with brain injuries but a wide range of disabilities, developmental conditions and learning difficulties, ranging from autism, ADHD & cerebral palsy to global developmental delay, Down's syndrome, sensory processing difficulties and many more.



We deliver assessments and bespoke developmental therapy to children and young adults. We see them with or without a diagnosis. We also training to parents and professionals. bibic passionately believes that every child and young adult deserves to live a fulfilling life and to thrive

## Who we exist for

Individuals from 6 months upwards with neurological, behavioural, and developmental challenges.

## Our values

We have values that encompass everything we do at bibic.

### Progressive



We offer support with or without diagnosis. We find the answers families are searching for and explain them in terms that everyone can understand, no question is too silly. Always learning and always improving.

### Transformative



We recommended small changes which are achievable and make big differences. We explore all areas of the individual's development in order to unpick the foundation causes of their challenges and provide strategies to thrive.

### Nurturing



It's what we do best. We know that the individual and their families can experience intense stress, isolation and exhaustion. We stand by their side to help them understand the specific needs, empowering them with strategies to support daily life and long-term development. Care shines here.

### Holistic



A blend of sensory, cognitive, emotional, developmental and physical exercises that support the individual's specific needs. We go 360 and are for the whole family.



# Strategic pillars and objectives

## Pillar 1

### Expand bibic's reach to more families

Review and implement efficiencies in the delivery of bibic therapy.

Continue to deliver clear and bespoke offers to families.

Continue to improve impact measurement building on Impact Report recommendations.

Expand and enhance digital offer to increase income generation through therapy.

Develop and implement bibic's EDIB\* vision across the whole organisation.



\*Equity, Diversity, Inclusion & Belonging

## Pillar 2

### Grow sustainable income streams

Adhere to the Fundraising Strategy and action plans as per each financial year.

Prioritise diverse fundraising income streams and build sustainable income.

Implement the new Communications Strategy and Marketing Plan.

Restructure the organisation to ensure that fundraising streams are targeted correctly with the right skill set.

Recruit a bibic Ambassador to promote bibic externally.



6



## Pillar 3

### Maximise value of all resources

Continue to develop leadership and senior expertise.

Review and implement opportunities to develop partnerships with other likeminded organisations.





# Our services

We also have a range of other services that families can access at varying prices ensuring our services are accessible to all. These services can be standalone or combined to offer bespoke packages that still align to our values. These services are usually delivered digitally but can also be delivered face to face, aside from dyslexia, Irlen and Johansen which can only be delivered in person.

## **School Liaison**

ibic Therapists often liaise directly with professionals at nursery, school or college about an individual child or young adult. This may include joining families for meetings with teachers or attending Educational Health and Care Plan and multidisciplinary meetings. We also visit schools to carry out our full assessment for a child within the classroom setting if that is where they are experiencing significant difficulties. We can also assess whole class groups to support teachers in managing and supporting the whole group's sensory needs. This crucial support helps families access more support for their child and helps teaching staff to better understand the child's needs so they can enable them to thrive and reach their potential.

## **Irlen Syndrome Screening**

This service specifically investigates visual processing. Visual processing can impact on reading, writing, attention and concentration, headaches, light sensitivity and many more. It can affect people of all ages and can change and shift over time. The assessment consists of looking at different images and observing the varying amounts of discomfort they can cause. From this specific-coloured overlays will then be given which can have a huge impact on a person's ability to complete certain tasks. Irlen can be delivered alongside other services to gain a better more holistic picture of an individual as well.

## **Johansen Individualised Auditory Stimulation (JIAS)**



This six-to-eighteen-month programme involves listening to specifically composed synthesised music that is proven to stimulate the neural pathways of the brain that deal with language and auditory information. Many individuals see improvements in noise sensitivity, expressive language, processing speed, word finding skills as well as memory, listening, concentration, language comprehension and self-esteem.



# Split Assessment

A split assessment can be an alternative to the 2-day bibic assessment. This is achieved by booking two standalone assessments. Initially, in most cases, a digital assessment which is approximately 3 hours and then an in person, 1 day assessment. The digital assessment can include one or two of the following: ADHD and related needs, autism and related needs, sensory processing and related needs or wellbeing and related needs.

The 1-day assessment can cover areas such as underlying ability, language, working memory, processing and visual perception, however, the Therapist will choose the appropriate assessments and tests at their discretion and based on their professional judgement after the history element of the assessment.

Some families find that splitting the assessment is more manageable. This is a result of feedback from all the complete tests and the corresponding recommendations being spread out over two appointments. Families are provided with a designated period of bibic key working, determined based on their assessment.

The family services team have implemented split assessments to decrease waiting times for families. By utilising shorter assessments, which only require half a day, we can accommodate more appointments. Additionally, we have increased availability for full-day assessments as they are less time-intensive. This approach allows us to optimise our scheduling. As a result, parents can receive support more swiftly, culminating in a total of nine months of key working. The information provided regarding their child and support strategies is delivered in two parts, making it easier for parents to understand and effectively process the information.

## Training seminars and webinars

These sessions bring together both parents/ carers and professionals, covering topics such as managing challenging behaviour including ADHD, sensory processing, developing independence, working memory and processing, dyslexia, dyspraxia and dysgraphia, social and emotional development, language development, visual processing, typical child development and autism. They help increase understanding of the needs of children and young adults with disabilities and additional needs and how best to meet them. We also provide bespoke training for other organisations such as schools, voluntary organisations, and prisons.





# Additional Support

Parents, or a young adult themselves, can book regular or ad hoc telephone or video consultations with a therapist to discuss specific issues in-depth and support their ongoing development. Our post-diagnosis support sessions provide specific strategies for children and young adults who have been given a diagnosis. Our Support and Advice Line (SAL) provides immediate telephone, text and email support for parents, carers and teachers, or a young adult themselves. Whether it is for advice with day-to-day concerns, handling behaviours and meltdowns, questions about our therapies or signposting other support, we are here when they need us. Our post-service support sessions deliver a flexible service for families that have completed their six months of key working support after a full assessment, but who do not need a re-assessment and a further key working period.

This year we have continued to deliver interactive, live online Q&A sessions to provide regular and free access to Therapist support. In February 2025 we launched our podcast, The SENSational Life with bibic. The Podcast will replace our Q&A sessions to provide support for families on our waiting list or those who are currently working with a therapist at a time that best suits their family's needs. The Podcast gives us a platform to significantly increase our reach, accessibility, and impact with more families across the UK.

“

*The bibic Therapists were so sensitive to our needs, particularly our child's. The assessment process was informed and validating. We feel more prepared for the next steps on the journey of life ahead of us.*

”



“

*We feel completely seen and heard for the first time. The Therapists are fantastic and the focus on practical strategies and tools give us knowledge and confidence to better support the children.*

”



# Who we support

bibic supports children and young adults (aged 6 months to 25 years) with a vast range of disabilities and additional needs. In 2024/25 this included over 50 different diagnoses or suspected diagnoses, including but not limited to acquired brain injury, autism, attention deficit disorder, attention deficit hyperactivity disorder (ADHD), global developmental delay, cerebral palsy, Down's syndrome, sensory processing difficulties, dyslexia, and dyscalculia.

Their needs are often complex, with symptoms or difficulties overlapping. Some have profound and multiple neurological disabilities and others have difficulties that severely impact their daily lives. We increasingly see children and young adults with less understood, hidden difficulties such as behavioural, sensory, developmental, communication or mental health difficulties caused by unmanaged conditions.

“

*A big thank you, an emotional 2 days where my child could be completely free with no judgement. Claire and Mia were fantastic and thoroughly listened to everything we both had to say.*

”

**525** children and young adults

**845** parents and carers

**520** siblings

Note: Our previous Annual Report's figures included only children and young adults who received their first service within the year. We recognised that this does not accurately reflect our impact. The figures above now include those who are still receiving key working support after their first assessment in the previous period.

**60%** of the children and young adults we support come to us without a diagnosis

Many parents cannot get their concerns heard and come to us desperate for help for their children and young adults. They describe intense family stress including stress to siblings, exhaustion, social isolation, and parental separation. Our holistic approach aims to support the whole family, not just the child or young adult. The wellbeing of the whole family is at the heart of our approach.

During each year we not only support the families who come to us for one of our services, but also families we have already worked with who are still receiving key working support after an assessment during the previous year. This year we have directly helped a total of 1890 people.

**525**

Children and young adults were supported within our assessments in 2024 - 2025

Girls tend to present in wider ranging/subtle ways, particularly for autism. They tend to mask behaviours and have better social integration skills. Early intervention is vital, and we work with healthcare and education professionals to help improve early identification.

“

*Amazing knowledge and insight from Chelsey, a very validating experience for us. We feel equipped to make positive changes to our child's environment.*

”



“

From start to finish, the whole experience was a really positive one. Elsie enjoyed the experience and came away feeling proud of her strengths and achievements. As parents, we were impressed with Claire's knowledge, professionalism and easy going manner. We felt validated as well as coming away with a better understanding of Elsie as well as plenty of ideas to try.

”

We support children and young adults across the UK



The average age we support is 10 years old. Most children we support are aged 6 to 14 years old

90%

live within the South West near our National Therapy Centre in Somerset and we see clusters in areas of deprivation and urban areas.

“

Lovely location, outstanding facilities and equipment, professional and friendly attention from our therapist and everyone we met. Excellent assessment experience and feedback. We felt heard, understood and comforted about our journey and particular needs/ situation.

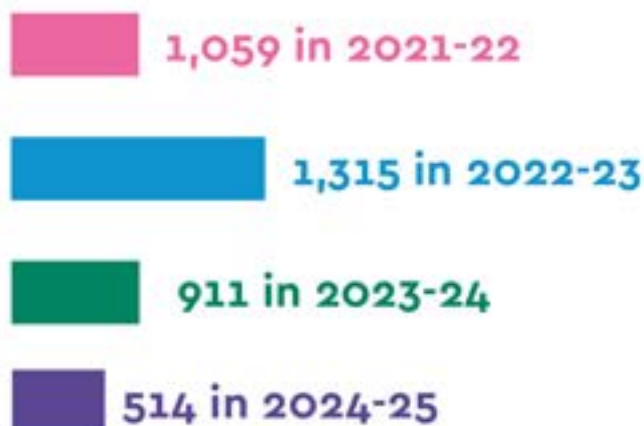
”



# Activities delivered this year

This year saw enquiries continue to stabilise, with 514 families reaching out for support. Following a surge in enquiries during the Covid-19 pandemic and associated lockdowns, the number of families contacting us has now returned to a more consistent level, similar to pre-pandemic trends (404 enquiries in 2019-2020). Thanks to the hard work and innovation of our team, our waiting time has been reduced significantly (from 68 weeks down to just 12) the lowest it has been since the pandemic. While we have successfully stabilised both our waiting times and enquiry levels, our strategic focus remains on growing sustainable income to ensure we can continue supporting families at the current rate.

## Enquiries received



Our two day assessment, therapeutic and ongoing support programme represents around 52% of what we do.

We delivered  
**525**  
assessments and other  
services



275 of these were our  
two day assessments  
a **2%** increase on  
the previous year



children and young adults had a re-assessment and a further six months of key working support after their initial two day assessment, therapy and support.



children and young adults benefitted from the powerful intervention provided by Johansen Individualised Auditory Stimulation.



25

25 children and young adults benefitted from Irlen Syndrome Screeners.

151

children and young adults were helped through our other services. These include our one-day assessments, screeners, consultations, post-service and post-diagnosis sessions, as well as our shorter assessments focused on wellbeing, behaviour, early years development and sensory needs.

1222

people participated in bibic training sessions. 684 of these attended our workplace training sessions.

Our Therapy team spoke with 57 families through our free Support and Advice Line.



“

Natalie was great at "getting" my daughter. My daughter said it was very friendly, comfortable and welcoming.

”



# How we make a difference

The families, children, and young adults we support face a wide range of challenges, each one as unique as their circumstances. Through our tailored therapeutic interventions, we make a meaningful impact, delivering life-changing outcomes\* such as:

- 🌈 A reduction in mental health challenges linked to neurodiversity, including anxiety, depression, obsessive behaviours, hyperactivity, self-harm, aggression, and suicidal thoughts.
- 🌈 Enhanced self-esteem, confidence, self-awareness, and independence, empowering individuals to thrive.
- 🌈 Decreased incidents of school exclusion and refusal, with many successfully reintegrating into educational settings.
- 🌈 Improved cognitive abilities, comprehension, and communication, leading to better engagement in learning environments.
- 🌈 Greater concentration, academic performance, and active participation in school.
- 🌈 Significant progress in gross and fine motor skills, alongside improved coordination, and movement.
- 🌈 Advancements in speech and language capabilities.
- 🌈 Better management of functional behaviours like sleep, eating, and toileting.
- 🌈 An increased ability to form and maintain social relationships.
- 🌈 Enhanced community involvement and collaborative group work.
- 🌈 Strengthened family bonds and cohesion.
- 🌈 Improved chances of receiving accurate diagnoses through our comprehensive assessments.
- 🌈 Easier access to essential support services from local authorities, the NHS, nurseries, schools, colleges, and universities, facilitated by our expert liaison.

Our Theory of Change, implemented in late 2022, ensures that the goals set at the start of each therapy plan are directly linked to measurable, positive outcomes, including:

- 🌈 A deeper understanding of specific needs.
- 🌈 Improved mental well-being.
- 🌈 Greater independence and life skills.
- 🌈 Increased engagement with education.
- 🌈 Fewer instances of challenging behaviour.
- 🌈 Reduced family stress.

Each of these achievements allows families, children, and young people with neurodiversity and additional needs to play an integral role in society, live fulfilling lives, and reach their full potential. Over the past 50 years, our Therapists have empowered more than 22,000 children, young adults, and their families, helping them transform challenges into opportunities for growth and success.

\*Data collected from family and individual feedback using our Goal Based Outcomes and surveys.



# How we measure success/impact

This year, we've continued to develop our evaluation work, deepening the way we capture feedback from families, children and young people. Our tools and systems are now more inclusive, and more attuned to those young people who are able and ready to reflect on their own experiences.

We're using a blend of trusted, nationally recognised tools to monitor progress in areas such as emotional wellbeing, independence, behaviour, family stress and how children and young people engage in education. These tools not only show us what's changing, but help us track those changes over time, so we can keep adapting, stay relevant, and make sure the support we offer continues to meet real need.

Here's a look at how we measure impact:

- **Goal Based Outcomes (GBOs):** This ten-point scale is designed specifically for children and young people with additional needs or disabilities. It helps us set meaningful goals during the assessment phase and revisit them six months later to understand progress.
- **Tailored Surveys for Parents/Carers and Children/Young Adults:** These surveys are used at two points; just after the initial assessment, and again six months later. They give us vital insights into whether our support is making a difference and how.
- **Experience of Service Questionnaire (ESQ):** Offered to both parents/carers and the child or young person, this tool captures how families experience our service overall; what felt helpful, what could be improved, and what impact it had.

Together, these tools do more than measure change, they give us a clearer understanding of it. And that insight helps us stay curious, responsive and committed to learning. Because when we understand what's really working, we can keep improving and keep delivering the kind of support that makes a genuine, lasting difference.

## What parents and carers told us



97% agree or strongly agree that bibic helped them better understand their child and their needs



82% said that the goals set during the assessment had been achieved



81% agreed or strongly agreed that bibic's support helped to reduce family stress



75% feel their child is happier after bibic's support



73% think the school better understand their child's needs after bibic's support



67% think that bibic's support helped them to get a diagnosis for their child

The statistics shown are based on feedback from a parent and carers survey completed during 2023-2024.



# Safeguarding

## Safeguarding is always at the front of our minds...

Safeguarding remains central to everything we do, extending beyond the children and young people we work with to include their families, our supporters and donors, our volunteers, our staff, and anyone else connected to our work.

Overall responsibility sits with our CEO, Pip Buckley, with the safeguarding panel led by Chelsey Oxley (Head of Therapy and Business Development) and Claire Williams (Senior Therapist), supported by Deputy Lead, Natalie German. All panel members have completed comprehensive safeguarding training, reviewed on an annual basis. At Board level, safeguarding leadership is provided by Chair of Trustees, Caroline Jameson. We have continued to prioritise Safeguarding at Board level and have recruited an experienced professional, Vicki Philipps, working in the field with children and young adults. She is due to do refresher Safeguarding training in October 2025.

Over the past year, the number of safeguarding concerns recorded has reduced. We logged two incidents, both managed without the need for escalation. The reason for the overall reduction is not clear, though we have noted a rise in concerns relating to domestic abuse. In these cases, individuals were signposted to the most appropriate sources of specialist support.

### During the year we:

- Safeguarding was actively reviewed throughout the year in therapy team meetings, leadership meetings, supervision sessions, and at every Board meeting.
- Annual safeguarding refresher training was delivered to all biblic staff, with full training provided to new starters. Additional training is planned for 2025/26.
- Trustees received reports confirming there were no cases of concern within families (2023/24: none) and two cases relating to other groups, such as donors, staff, or volunteers (2023/24: two).
- An increasing number of families requested ongoing safeguarding support, leading therapists to provide more regular check-ins with both parents and young people.
- We introduced a dedicated adult safeguarding policy to strengthen our approach to protecting all vulnerable individuals we work with.

### For 2023 – 2028 we continue to:

- Build the team's safeguarding knowledge and explore new ways to support families across the UK.
- Strengthen safeguarding monitoring processes and join safeguarding systems widely used in schools and local authorities (funding currently being sought).
- Maintain the annual review of our safeguarding policy, incorporating updates from ongoing local authority training.
- Hold regular safeguarding panel meetings to review all cases.
- Embed safeguarding principles into all aspects of donor engagement.
- Ensure every team member clearly understands the distinctions and connections between safeguarding, confidentiality, and consent.
- Keep children and young people safe across every area of our work.
- Continue to use our safeguarding working group made up of therapy team safeguarding leads and lead board members.
- Develop a dedicated domestic abuse policy to safeguard entire families and identify the most appropriate referral or signposting pathways for additional support.
- Refresh our Safer Recruitment Training and update our Recruitment policy.
- Ensure that staff feel safe at work and utilise the skills of our Mental Health First Aiders.



# Case Study:

## Background

Ariadne came to the assessment with no known diagnosis, but suspicions that her challenges with social interaction and the behaviours she exhibits may be explained by underlying neurodiversity; therefore, autism, attention deficit hyperactivity disorder and sensory processing were explored. Ariadne is in year five and returned to mainstream education in September 2024 following a period of time in home education. While home education was supportive of Ariadne's needs and enabled her to participate in a wide variety of learning opportunities, this lifestyle is no longer financially feasible for the family and alternative options have been considered. At the time of the assessment, the adjustment to mainstream school was challenging, particularly the transitions between home to school, as well as being in a classroom with her peers. She was spending a large portion of the school day in the library or in the year one/two classroom with the SENCO, as this is where she feels safe. Additionally, Ariadne typically arrived at school later than her peers due to the difficulties getting her ready for school in the morning; arrival time could be anywhere up to 11.30am.



## Assessment

During the assessment, Ariadne was able to share some of her own thoughts and emotions about situations she has experienced, showing a level of maturity for which she was commended. Ariadne presented as a cheerful and willing participant for the majority of the assessment, however glimpses of challenging behaviours were seen when she was asked to do something she did not agree with or did not fully comprehend. Ariadne takes time to build trusting relationships with people and to feel confident that she can 'read' their behaviour or predict their likely responses; this relates to her autism traits. Therefore, newer people in Ariadne's life can be on the receiving end of some of her negative or avoidant behaviours.

Goals were set with Ariadne and her mother to measure specific areas of difficulty evaluating the success of the therapy plan and strategies.

1. For Ariadne to feel more comfortable within educational settings
2. To help Ariadne feel genuinely comfortable and able to thrive
3. To reduce the need to mask by reducing emotional overwhelm

The assessment identified that Ariadne is naturally intelligent but her processing speed and difficulties with memory may impact her ability to engage meaningfully with educational tasks. In addition, she is displaying behaviours and thoughts that are similar to a profile of autism, ADHD and sensory processing challenges. With this knowledge, a full therapy plan was developed to reduce the amount of overwhelm these factors have on Ariadne, which are impacting her ability to manage daily activities without exhaustion and burnout.



# Case Study Continued:

## Update

Since the assessment, Ariadne has stopped being able to attend her mainstream setting as she felt unsafe and could not manage the demands of a typical school day. The EHCP process is underway and the draft EHCP has recently been issued. The next steps are identifying suitable provision for Ariadne's education and finalising the EHCP.

After a period of recovery, she is now attending three different alternative provisions, two of which are funded by the mainstream school. One of these is an outdoor education programme, the second is an online tutor and the third is a return to her home education group one day a week. This blended style of learning is working really well for Ariadne, her attendance is the highest it has ever been, and she is calmer and more relaxed than she has been seen since starting this journey.

Ariadne's mother has been working exceptionally hard to obtain appropriate support for her, attending regular sessions with her bibic therapist, linking with wider services such as SENDIAS, Educational Psychologists, the home education network whilst researching alternative education provisions and their individual entry requirements to consider the best option for Ariadne.

The bibic keyworking sessions have focused on provision detailed in the EHCP, managing behaviour at home and supporting parental understanding of Ariadne's needs. This was particularly important when Ariadne's step father was attempting to learn new strategies to support a more harmonious home life for the three of them. A deeper understanding of Ariadne's needs alongside practical strategies to support the whole family when they needed it most has been the most positive outcome of the bibic assessment. As time progresses, it is also hoped that the bibic assessment enables Ariadne to be able to access learning in an environment that not only allows, but actively encourages her to be true to her own values.

“

Working with bibic has been invaluable to my daughter and to us as a family. The report has enabled us to secure an EHCP and progress further into Alternative Provisions with much more ease than I have previously experienced. It has helped us gain more insight into understanding Ariadne more and has helped us progress as a family together. She is doing so much better now than she ever has and having this report and working alongside Bibic has ensured that Ariadne is getting the type of provision she needs for learning, the care and support from us as a family to help her grow and something to back us up along the way, which has supported us immensely.

”



# Our Strategic Pillars

## 2023 - 2028

Progress against strategic objectives for Year 2

### Pillar 1

Expand bibic's reach to more families.



#### Achievements

- Reduced our waiting list over the year significantly ensuring that families are able to book in for an assessment within a reasonable time frame. Families can now expect to be seen within 12 weeks of booking an assessment.
- Attended events within and outside the Southwest promoting our work and skills to the wider sector.
- Continued our Free Support and Advice line to support more families at a direct point of need.
- Reviewed our EDIB Action Plan and celebrated our inclusive and holistic approach.
- Trained one of our Developmental Therapist to become a Hearing Ambassador
- Recruited a Youth Ambassador to support our social media content and update the Board on areas where the charity could develop our reach.
- Joined the Somerset Steering group representing the charity sector and working alongside Somerset council.
- Launched our 'Not back to school' campaign utilising road and station billboards to advertise our work and increase income into our winter appeal.
- Added a resources page to our website to support families and professionals to access bibic resources.
- Reviewed our language policy to ensure that we were using accessible language.



#### Lessons Learnt

- bibic has a strong presence in the South West of the UK however expanding that out of the region has been difficult. We need to create more relationships with organisations outside of Somerset and the surrounding counties so they can support us to expand our reach.
- Our Youth Ambassador has been valuable in allowing us to understand a younger generations approach to social media. We will take this learning into 2025 and beyond.



## Pillar 2

### Grow sustainable income streams



#### Achievements

- Launched our 'Not back to school' campaign, supported by JCDecaux, linking to our Winter Appeal and increasing our income from the previous years appeal by 107%.
- Developed our new corporate strategy linking with like minded organisations that have a connection to bibic and therefore a reason to support us!
- Expanded our Work Place training supporting managers to better understand their neurodiverse employees.
- Focussed our fundraising efforts on areas with the highest return on investment.

#### Lessons learnt

- The fundraising climate is still struggling and we need to adapt to ensure that we are diversifying our income in all ways possible.
- It's going to be a tough few years but by being passionate, focussed and selective we can drive income to ensure sustainability.

## Pillar 3

### Maximise value of all resources



#### Achievements

- Launched our bibic podcast, 'The SENSational Life with bibic' – an engaging podcast covering topics such as planning and organising, working memory, task initiation and understanding the impact of trauma. Since the launch our podcast has been played 302 times equating to 66 consumption hours.
- For the fourth year running bibic were runner up in the 2024/25 Somerset Business Awards, Charity of the Year category.
- Utilising skills across the Team to support other staff with workload management.
- Focusing on areas with the highest return of investment within a small fundraising team, and with one staff member down due to long term sickness.
- Recruited volunteers to support with administration tasks and events, ensuring better use of staff time.
- Joined the Steering Group for the Somerset Voluntary, Community, Faith and Social Enterprise (VCFSE) Partnership.
- Invested in training for our Fundraising Team to expand their strategic planning skills. That included courses in Charity Finance and Charity Finance Strategies.

#### Lessons learnt

- We need to aim to be more efficient with our time to ensure that we are only working on the most beneficial returns.
- Our podcast has reached areas all over the UK and beyond telling us that there is an ongoing need for our vital services.
- The skills within the team are transferable and we have many adaptable team members to support in areas of the team that need it most!



# Thank you

## to our loyal supporters for enabling us to support hundreds of families this year

Our work simply wouldn't be possible without the dedication of our amazing volunteers and the individuals, businesses, and organisations who provide vital funding. We appreciate everyone who has given their time, energy, and resources to ensure we can continue offering support to the families who need us most.

### Fundraising

This year, fundraising has been especially challenging. The rising cost of living and ongoing economic pressures have made it increasingly difficult to secure the income needed to cover bibic's running costs. Despite this, our dedicated team of staff and volunteers has worked tirelessly, and thanks to the generosity of our supporters, we have continued to provide families with the help they need at the lowest possible cost. Most importantly, we have maintained our fee waiver scheme so that no family is excluded from support due to financial hardship. We are also proud to have offered more free resources than ever before a true reflection of the commitment and kindness shown by our supporters during such a difficult fundraising climate.

This year:

**£202k**

was received from grant making organisations.

**£50k**

was raised and donated by individuals and our events.

**£30k**

was raised through the fundraising efforts of community led groups.

**£7k**

was donated by businesses through fundraising events or by their staff raising money for us.

**Almost £45k**

was received from people who kindly chose to remember bibic in their will.

**Together we  
have raised over**

**£342k**

(including £8k Gift Aid)

This is a 35% decrease on 2023/24 in which we raised a total of £529K. The decline is attributable to a significant one-off legacy donation that was received in 23/24.

We are incredibly thankful to each and every one of our loyal supporters who have enabled us to perform our transformative work this year. It would not be possible to do it without you.



# Celebrating our Supporters



This year we hosted our first ever Cheese and Wine Night. The evening offered us the opportunity to say thank you to some of our loyal supporters and to talk about the plans we have at bibic for the coming year.

Thank you to JMW solicitors for their sponsorship of the event and to Wyke Farms for their generous donation of delicious cheese and condiments.

We are also grateful to Laura Brown, our amazing ambassador, for her inspiring talk that provided great insight into the world of autism.

We look forward to repeating this event again next year and welcoming even more of our supporters into our National Therapy Centre.



## To our bibic families... Thank you!

We would like to say a special thank you to every family who have accessed our services this year and allowed us to document their story. By allowing us to use stories and pictures in our social media, website, and within our appeals and annual reports you are enabling us to share the difference our work makes. Allowing us to share your stories mean our supporters get to see the difference their donations make. You have all enabled us to reach more families in need. Thank you for your ongoing support.

A particular thank you goes to our Sponsor a bibic Child families who have allowed us to document their journey over many years. Thank you for allowing us to show the long term impact of our work.



## A special Thank You

We would like to give a special thank you to The National Lottery Community Fund, The Foyle Foundation, Clare Milne Trust, John James Bristol Foundation, and many more who have supported us this year.





bibic extends its heartfelt gratitude to all our volunteers for their remarkable dedication and hard work. Your unwavering commitment, whether supporting our assessments, assisting with administrative tasks, or driving our fundraising efforts. This has made a profound difference to the lives of the children and families we support. Without your tireless efforts, our organisation simply could not achieve the impact that it does.

For those supporting our assessments, their compassionate approach and meticulous attention to detail ensure that every child and family receives the care they need. Their behind-the-scenes efforts keep our operations running smoothly, and their organisational skills and dedication enable our team to focus on delivering the highest quality services. bibic is deeply grateful for their invaluable support.

In fundraising, their contributions are equally vital. The enthusiasm and creativity they bring to our initiatives help secure the resources required to sustain our work. Whether organising events, engaging potential donors, or spreading awareness of bibic's mission, their efforts enable us to reach more individuals and families in need. Every pound raised through their dedication has a direct and meaningful impact, and bibic sincerely thanks them for making this possible.

Special thanks are also extended to our trustees. Their guidance, strategic insight, and strong governance ensure that bibic remains true to its mission while operating with integrity and effectiveness. The countless hours they devote to steering the organisation's direction, managing risks, and ensuring compliance often go unseen but are absolutely essential to our success. bibic is immensely fortunate to have such a dedicated and capable board of trustees whose leadership continues to inspire us all.

Thank you to Adrija and Tom. We are proud to have two dedicated Youth Ambassadors who volunteer their time to help us widen our demographic reach and strengthen our connection with younger audiences. They support our fundraising efforts, contribute to our social media presence, and provide valuable insights into trends and ideas that appeal to young people. Through attending events, sharing our work online, and offering fresh perspectives on marketing, fundraising, and accessibility, our Youth Ambassadors play an important role in raising awareness of bibic and inspiring the next generation of supporters.



*"The work bibic does is so important and it was great to experience what they do. The atmosphere in the office was amazing because of the staff, so I've had a fab time!" - Student placement*

*"The office is a warm and welcoming environment where everyone is patient and kind. I look forward to coming each week and it feels like they definitely make a difference..."*



# EVENTS

## Bath Half

In February 2025, bibic was proud to have a dedicated running team take part in the Bath Half Marathon. Through their incredible efforts, the team collectively raised an outstanding £1,517, with an additional £335 in Gift Aid, helping to further support the vital services we provide nationwide. We are immensely grateful to each runner for their commitment and determination, as well as to everyone who generously sponsored them.

## Paws for bibic

In April 2024 we hosted our first ever charity dog walk called Paws for bibic. We invited furry friends and their owners to join us for a walk along the beach at Weston-Super-Mare to raise funds for our vital cause.

We had a fantastic day spreading awareness of the work we do. It was wonderful to see so many people come together and take part. Thank you to the Boathouse Uphill for helping us to host this event and to the volunteers from Clarke Wilmott for helping to steward this event.

## Somerset Business Awards

In March we were thrilled to attend the final of the 2025 Somerset Business Awards. This prestigious event celebrated its 20<sup>th</sup> anniversary this year and saw businesses from all over the county come together at the Winter Gardens in Weston-Super-Mare in an evening acknowledging the achievements from this year.

This year we came runners-up in the Charity of the Year category and were overjoyed to be recognised for the hard work over the 12 months. It is always wonderful to be recognised for the difference we are making in our community.



## bibic Garden Party

This summer, we were delighted to host our first Garden Party within the beautiful grounds of Hurds Hill. Guests enjoyed an afternoon of live music, traditional cream teas, and a variety of engaging activities.

As with many of our events, the Garden Party was not only an opportunity to bring people together but also a valuable occasion to raise awareness of the wide range of services bibic provides.

We extend our sincere thanks to everyone who attended and supported the occasion, and to our dedicated volunteers whose commitment ensured the smooth running of the event.

## Cheese and Wine Night

In March we were thrilled to welcome some of our loyal supporters in to our National Therapy Centre for an evening of cheese and wine.

This event gave us the wonderful opportunity to thank our supporters for the difference they have enabled us to make. We were also able to update every one of the progress at bibic and the exciting changes for the coming year.

We would like to thank our incredible ambassador, Laura Brown for supporting this event and giving an engaging talk on her journey with bibic and to JMW for sponsoring this event.

## Challenge Events

We would like to say a massive thank you to everyone who has completed a challenge event in aid of bibic this year. A special thank you to John and Neil for trekking 1300km to raise an incredible £2638 and to our amazing sky divers Sophie and Lucy who raised £896.



# What our families say...

*The holistic approach, how approachable Mia was, the strategies and unexpected results which made our life make so much sense.*

*We feel very positive about the 2 days and that we have a clear view of how to help and support Ana going forward. Would highly recommend this service.*

*Very excited to put your recommendations in place and start improving our sons quality of life in all aspects.*

*Thorough and clear service end to end. Support identifying appropriate assessments and then very helpful and informative assessment.*

*Very positive, was a brilliant service and amazing staff. So many insights into our child! Thank you so much!*

*Claire is an asset to the team. Professional, considerate and engaging The play facilities are amazing. Loved that our child had a full run of the areas by himself (only one child in the space at a time). Great to involve child in choosing activities and order they're done in. Fantastic comprehensive assessment, thorough and positively done. Therapist are fantastically knowledgeable, kind and helpful. Great supportive plan for ongoing help.*

*Such a valuable and comprehensive service! Thank you!*



*Thanks so much for all your help. We are very hopeful everything we discussed will support our son to thrive.*

*Lovely location, outstanding facilities and equipment, professional and friendly attention from our therapist and everyone we met. Excellent assessment experience and feedback. We felt heard, understood and comforted about our journey and particular needs/ situation.*

*The bespoke service and the practical outcomes are fantastic. There is a calm, friendly, safe feeling. Everything is personal to the young person. Therapists are inclusive & knowledgeable. We were given a helpful support plan.*



# What our families say...

“ It feels so welcoming and trustworthy. My daughter felt safe and could be herself and express herself through the whole day. Everything was explained, it was so easy to talk to the therapists! Being able to have so many strategies to use so quickly just after one day is amazing and the support after.”

“ I can't wait to come back and discuss things in a few months after we try and use all the strategies presented to us.”

“ I want to come back and it was amazing!! The toys were fun. I love it and I think everyone should come here. I loved Claire. Been too good, don't want to leave.”

“ I think this is a lovely place for kids to find out how they can learn about themselves & what they need.”

“ Good to understand more about me and my behaviours ”

“ Having been on a difficult journey so far with professionals refusing help, the information and advice received has made us feel very reassured and given us tools to be able to help deal with difficult situations.”

“ I feel very informed and educated on what I am experiencing I also feel very validated thank you very much! ”

“ Everything from start to finish. The initial call for information was invaluable as has been everything since. I can't recommend your services highly enough.”

“ The ease of the day on a difficult journey, it has been great to have an understating of the behaviours being shown. Questions were all answered in depth and context applied, real life examples used which were easy to understand.”

“ I had a really fun time and i'm really glad that Emma was my therapist because she was really nice and kind. She's the best! ”

“ I felt happy to be here. I was worried that I was going to be judged and I wasn't. Thank you ”



# Financial performance

Total income  
for the year

2023/24  
**£653k** £769k

Total expenditure

**£711k**

2023/24  
£805k

Operational deficit

**£58k**

2023/24  
£36k deficit

Income from donations  
and legacies

**£342k**

2023/24  
£529k

Income from charitable activities  
therapy related income

**£295k**

2023/24  
£226k

Other income

**£16k**

2023/24  
£14k

The fundraising environment continues to be very difficult because of the political and economic climate and this is reflected in the decline in gifts and donations received from several sectors. We have achieved some positive outcomes from the many grant funding applications submitted to funding organisations but, for a variety of reasons, many applications have not resulted in any funds being received by the charity.

Funds from the significant legacy received in September 2023 were designated to support two salaries within the Therapy team and run a Therapy clinic. The remaining element of these designated funds, brought forward from 2023/24, have been spent during the year 2024-25.

The Therapy team have worked exceptionally hard to expand the range and scope of the therapeutic work and training provision and have worked to ensure that we are continuing to meet the demand for bibic's therapeutic work. With the difficulties experienced over the last few years to achieve the level of funds needed from fundraising sources, the decision was taken to increase the amount requested from families as a contribution from them towards the charity's running costs. Consequent upon all these elements, therapy income achieved in 2024/25 exceeds that achieved in previous years.

Total income for the year was **£653k** (2023/24: £769k).

This comprised:

Income from donations and legacies amounted to **£342k** (2023/24: £529k)

Income from charitable activities (therapy related income) amounted to **£295k** (2023/24: £226k)

Other income amounted to **£16k** (2023/24: £14k).

Total expenditure for the year was **£711k** (2023/24: £805k).

The operational deficit was **£-58k** (2023/24 £-36k deficit).



# Where our income came from 2024/25

- Grants from Trusts & Foundations £202k (2023/24: £107k)
- Donations from individuals incl events £50k (2023/24: £80k)
- Community incl events £30k (2023/24: £31k)
- Corporate incl events £7k (2023/24: £50k)
- Legacies £45k (2023/24: £251k)
- Gift aid £8k (2023/24: £10k)

**Total from fundraising £342k (2023/24: £529k)**

- Therapy £295k (2023/24: £226k)
- Other (being grants from DWP & interest rec'd) £16k (2023/24: £14k)

**Total income £653k (2023/24: £769k)**

## How we spent the money

- Charitable activities £472k (2023/24: £524k)
- Raising funds £181k (2023/24: £209k)
- Governance/other costs £58k (2023/24: £72k)

**Total spend £711k (2023/24: £805k)**

Both our income and expenditure fell from 2023/24 levels. The operational deficit was £-58k for the year.





# Reserves

The Trustees maintain unrestricted funds to reduce dependency on any of the charity's income streams, particularly fundraised income which is subject to fluctuation. The charity is committed to the children, young adults and families who receive support for a minimum of six months, but often many years. The Trustees therefore feel it is important to maintain free reserves at a level which ensures continuity of bibic's unique service and to fund projects that improve services for children and young adults all over the UK.

bibic's reserve policy was developed on the basis of the inherent level of risk within our business model. This model delivers high committed costs/low flexible costs, alongside a blend of unpredictable fundraised income and sustainable therapy income. The Trustees review the policy annually; taking into consideration the principal risks faced by the charity and their mitigations together with likely projected income and expenditure. As a result of this work, the Trustees considered that the current reserves policy was still satisfactory and they aim to maintain a target range of free reserves of between five and eight months of our risk premium, which represents £271K to £433K

At 31 March 2025, total funds held amounted to  
**£255k (2023/24: £313k)**

Of these, restricted funds were  
**£36k (2023/24: £32k)**

Designated funds were  
**£47k (2023/24: £95k)**

The charity's free reserves were  
**£172k (2023/24: £186k)**

Free reserves comprise the total funds available to the charity, less those reserves whose uses are restricted or designated for specific purposes.

Restricted funds are those that must be spent in accordance with the donor's specific instructions or which have been raised by the charity for a specific purpose. Information about restricted funds is at note 18 in the financial statements. Each restricted gift has a timescale for spend, usually within 12 months. The charity operates a detailed restricted funds register to track and report spend against each gift.

Designated funds are unrestricted funds that have been put aside by the Trustees for planned activities. Designations covering key fixed assets and potential exit costs amount to £45k. Designations for planned activities amount to £2k. With the exception of exit costs, it is the Trustees intention that designated funds are spent within a period of 12-36 months, as appropriate for the planned activity.

The charity sector continues to face uncertainty and the aim of many of the designated projects is to improve efficiency and performance to provide enhanced services and facilities to the children, young adults and families. Free reserves are in place to protect the charity and will be used to cushion the effect of the expected fall in fundraised income in the short to medium term so as to ensure the continuity of services.

There continues to be a need for small charities to use their reserves not to be able to sustain their work, especially when waiting on large application outcomes from Grants and Trusts, which are taking longer than usual to make a decision and have more applicants than ever before.

The Trustees will continue to consider the balance of risk and thus the level of free reserves appropriate for the needs of the charity in light of forecasts and future requirements. The charity's position against the reserves policy is monitored by the senior leadership team and Trustees on a bi-monthly basis.

At the time of writing this report (July 2025) The Trustees made the decision to review the Reserves Policy and due to the current financial and political climate decreased the level of reserves from five to eight months to four to six months of our risk premium.

Our reserves still sit below this policy however we are reducing our costs and working on increasing our income so we sit within the safety of Four to Six months, similar to many small charities with the same level of income.



# Equity, diversity, inclusion and belonging (EDIB)

In the past 12 months bibic have focussed time on continuing to develop in the area of EDIB. We also introduced the element of belonging into our policy to ensure that everyone at bibic, staff, volunteers, families and children alike feel like they belong and are accepted creating a safe space for all. Therefore, we now refer to our approach as EDIB rather than EDI to reflect the importance bibic place on belonging.

*This year we have:*

- Recruited a Youth Ambassador to support our social media content and reach and give ideas on service development for young adults.
- Continued to expand awareness of our work outside of the Southwest via our 'Not back to school' campaign and social media content.
- Joined the 'My Name Is' Campaign and added phonetic spellings of our names to the website and our email signatures.
- Reviewed our Unconscious Bias training and retrained all staff.
- Recruited three new Trustees to join our Board all bringing different skills and backgrounds.
- Redeveloped our EDIB Action plan focussing on 6 key areas: Leadership, Workforce, Culture, Communications, Fundraising and Service Delivery.
- Allocated two Menopause Champions
- Reviewed our Mental Health First Aiders and promoted via our Mental Health area for staff.
- Allocated a Hearing Loss Champion within our Therapy Team.
- Build relationships with other like minded organisations and supported these as an ally via Social Media and attendance at events.
- Continued to review and update our language policy to ensure the use of inclusive terminology.

## The Future

We have recently reviewed and updated our EDIB action plan and have set a clear vision and principles to follow into 2025 and beyond!

## Our EDIB Vision

Our vision is that all children, young adults and their families can access our services. We want to develop our reach into all communities through the whole of the UK.

## Our EDIB Principles

- Create a culture both internally and externally of inclusion and belonging.
- Ensure that we remove barriers to access for our services, ensuring that everyone who wants or needs a bibic assessment can access one.
- Ongoing development and learning around EDIB – always progressing forwards, never sitting still and always striving for positive change.
- To create a holistic culture and ensure that everyone feels part of that culture, by utilising the skills of the team, trustees and volunteers.
- Actively engage with and include voices from diverse communities to build trust, foster partnerships and celebrate diversity.



At bibic, our commitment to Equity, Diversity, Inclusion, and Belonging is a core part of who we are as a charity and what we're building for the future. Over the past year, we've made meaningful progress towards becoming a more inclusive and representative organisation. Whilst I'm incredibly proud of this progress, we recognise that EDIB is a continuous journey, and there is always more to learn, improve and evolve. I'm excited about what lies ahead, as we continue to grow our impact and ensure that everyone feels seen, valued, and empowered through our work.

**Charis Bugler – Developmental Therapist and EDIB Lead**



# Risk

The Trustees are responsible for regularly reviewing and assessing (and planning for the management of) risks and uncertainties that may have a significant impact on the charity's operations, thus beneficiaries. bibic operates a detailed risk register to review the strategic, operational and project related risks the charity may face; the likelihood/impact of those risks and the mitigation controls/plans in place in line with CC26 guidance issued by the Charity Commission. The risk register is reviewed and assessed monthly by the Senior Leadership Team and Bi-Monthly by the Board. A full review is conducted annually by the CEO.

Significant new risks or those which have increased in likelihood/impact are promptly brought to the attention of the Board by the CEO. The charity encourages all employees to be actively engaged in risk identification and risk management activity.

In March 2025 bibic recruited an Independent Advisor who is a Risk Expert to support the CEO with a risk review.

Due to the nature of the current economic, political and financial landscape risks are constantly being highlighted and managed accordingly.

## Current Top Risks for bibic

### Nature of risk

**Insufficient income driven through fundraising strategy to achieve our charitable objectives, strategic objectives and maintain operations. There are ongoing concerns over the political and economical climate and the cost of living crisis which is impacting on charitable giving.**

### Control Plans

- Regular reviews of the Fundraising Strategy to ensure that time is being spent on areas with the highest return on investment (ROI).
- Diversifying income across Fundraising and focussing on areas that have worked well in the past.
- Learning from previous positive changes – ie positive previous appeals being bespoke to type of donor and stating highest donation suggestions first.
- Better and more personal stewardship of regular givers including those who give to our appeals and other campaigns.
- Investing in the Fundraising team's development via training, coaching and mentoring and increasing strategic expertise in house.
- Applying for multiyear grants for Therapist salaries and core costs, while adapting to the needs of the multiyear larger grant givers.
- Planning a relaunch of our regular giving scheme – Changing 'Sponsor a bibic child' to 'Transform a Life' – due to launch end of Summer 2025
- Focus on local events to raise bibic's profile and generate new corporate and personal relationships for giving.
- Promoting bibic's services to increase word-of-mouth referrals for bibic assessments.
- Developed training packages for schools, corporates, the NHS and other companies to support fundraising income via therapy income.
- Launching new Adult services to meet the changing need – due to launch in Summer 2025

### Further commentary

The current climate is extremely difficult for fundraising however bibic will continue to diversify over all areas. Focus has also been on bringing in more income through therapy including via training and other additional services. The Trustees are aware that the cost of living crisis could continue into 2025 and beyond and that fundraising giving may have to be more focussed on corporates and higher network individuals/major donors. Focus remains on long term sustainability via multi-year grant applications and more personal and individualised stewardship of current donors. The charity will continue to adapt to the changing global and local environment and continue to meet the needs of those we exist for.



## Nature of risk

Reduced enquiries to bibic over the last year

There has been a significant reduction in enquiries to bibic over the last year.

2023/2024 - 911 enquiries

2024/2025 - 514 enquiries

### Control Plans

- Understanding the drop in enquiries and responding to the changing need
- Redesigning and remarketing the services to increase understanding of the content of a bibic assessment and the support that it can include
- Creating additional services for adults and promoting them accordingly still within the lines of our charitable objectives
- Focussing on impact for families and celebrating the impact via our website and social media platforms
- Reviewing the website optimisation and ensuring that the website is accessible
- Utilising all platforms to promote and advertise services
- Increasing word of mouth by attending local and national events
- Working alongside other like minded organisations to promote and share our work

### Further commentary

bibic believes that the covid pandemic and lockdown had a major impact on child development and therefore referrals into bibic. It appears that this had a great impact particularly in 2022 and 2023 when babies born in covid were showing slow social progress and communication difficulties. It seems that this impact five years later has now slowed and therefore we are seeing less referrals. This means that we needed to review our services and promote what we do better and in a more detailed way. The cost may also have had an impact on families so we are working to increase our fee waiver pot, so more families can access additional financial support.

## Nature of risk

**Safeguarding issue resulting in harm to a vulnerable child or adult.**

### Control plans

- All staff safeguarding trained, with updates every two years.
- Two leads, a Deputy Lead and a Trustee Lead for safeguarding in place.
- Ongoing safeguarding meetings with the panel to review and assess risk.
- Updated training for Trustees.
- Raised awareness in the Fundraising and Marketing team regarding safeguarding concerns.
- Safeguarding process and procedures regularly reviewed and effectively implemented.
- Ongoing relationships in place with Social Care, NHS and other relevant services.
- Plan to train five members of staff in Safer recruitment

### Further commentary

Safeguarding is at the core of all that we do and is a very seriously respected aspect of our work at bibic. All safeguarding issues are managed with great care and bibic ensure that all the leads are trained to the highest standard and have regular updates as and when policy changes. In Autumn 2024 bibic reviewed both our Safeguarding Children policy and our Safeguarding Adults at risk policy. bibic will continue to review our policies annually and update as and when required by law.



# Future plans

## Adult Therapy Services

In 2025 we are planning to extend our Therapeutic services to those over the age of 25. There is a need for services for adults and bibic want to ensure that we support as many people as possible so have decided to adapt our assessments to meet a new need.

Our services will include:

- Cognitive & Neurodiversity Profile
- Neuroinclusive workplace assessment
- Comprehensive Cognitive & Neurodiversity Profile

## Marketing and Social Media

We are rapidly becoming a trending platform, diversifying our audience and expanding our reach across the UK and beyond. Building on this momentum, we plan to continue growing our social media presence with engaging, high-impact content designed to connect with as many people as possible. With our Youth Ambassadors leading the way in inspiring and engaging a younger generation of followers, we are strengthening our voice, broadening our community, and ensuring that bibic's message of empowerment and inclusion reaches further than ever before.

## Workplace Training

We will continue to develop our Work place training package to support a better understanding of Neurodivergence in the work place. These sessions have been designed with The HR Detective and will be delivered in collaboration.

## Online Training

bibic's online CPD-accredited training provides accessible, evidence-based learning for parents, carers, and professionals across sectors. Each one-hour webinar is delivered live via Microsoft Teams by experienced Therapists and covers focused topics such as social development, friendship skills, and managing auditory processing and noise sensitivity. Sessions are designed to be practical and interactive, offering strategies that can be applied immediately in home, education, and community settings. Fully CPD-accredited, the training ensures participants gain recognised, high-quality professional development in a flexible and cost-effective format

## Work in Schools

bibic offers bespoke, school-based developmental support: skilled therapists conduct tailored assessments, and therapy plans for young people with or without a formal diagnosis covering autism, ADHD, sensory processing difficulties, developmental delays, and more. This includes observations, standardised screening, and strategies developed in partnership with staff and families, all designed to slot seamlessly into existing school approaches and help pupils thrive academically and socially.

Moreover, in the context of the Partnerships for Inclusion of Neurodiversity in Schools (PINS) programme, bibic brings its expertise into inclusive school settings to co-design interventions at a whole-school level. Working alongside health and education specialists, parent carers, and school leaders, bibic contributes to a collaborative framework that encourages early interventions, staff upskilling, and meaningful parent-school partnerships all aimed at embedding neurodiversity-affirming practice across the school.







## The SENSational Life with bibic – Podcast



Launched in Spring 2025, our podcast has already reached listeners in Greece, Poland, Cyprus, Jersey, Australia and New Zealand with audiences ranging from children and young people to those aged 60+. Season one achieved over 607 plays, and season two focuses on education with guest speakers from schools, inclusion services, legal advisors, language specialists, and more.

Future seasons will explore the world of neurodiversity and other key aspects, with exciting guests already lined up.

Each episode offers inspiring conversations, practical tips, and meaningful insights that support bibic's mission of empowering children and young adults with brain injuries, disabilities, and neurological or developmental challenges.

We are grateful to our sponsors for helping us create a more inclusive and understanding world, one episode at a time.



Listen on  
 Spotify



# Case Study:

We contacted bibic after being recommended to them by Bristol Autism Support. We had reached a point where it was hard to cope as a family at home. While we were certain Sophie was autistic, we knew that a diagnosis on a piece of paper wasn't what we needed right then. What we needed were practical strategies and advice from skilled professionals with experience supporting families in similar situations.

From beginning to end, bibic has been absolutely life-changing. I can't recommend them highly enough, and I have already done so to several families since our first contact. One line that has really stuck with me was our key worker Claire telling us that we are a normal family at bibic. This meant the world to us. Having the reassurance of someone who had seen it all before, who knew what might work and how to try different strategies with us, was absolutely amazing. The testing was fantastic because it demonstrated to others who didn't know Sophie well that she is a very bright, intelligent, and gifted person. It also provided clear evidence of her abilities (so long as her sensory needs are met). The combination of a parent interview and an in-person play session assessment for Sophie was just excellent. But it wouldn't have meant as much without the ongoing key worker support we received. Those Zoom calls became a little oasis of calm in an otherwise very fraught time in our lives.



The key working sessions were arranged in a way that truly met our needs. We used them for everything; from feeding back on how strategies were going, to discussing how our family relationships had been affected by Sophie's behaviours, to celebrating the successes we experienced from following the advice we were given.

We've since received an autism with PDA and ADHD diagnosis for Sophie and now have a support plan in place at school. This means Sophie is able to attend full-time education. None of that would have been possible without bibic's support, especially in providing evidence to the school and the autism assessors when Sophie started showing signs of burnout and began refusing school. bibic were incredibly supportive in helping us navigate this, by supporting us to support her. We were able to get things back on track: giving her the space and sensory input she needed, taking the pressure off, and learning to manage her PDA symptoms much, much better. Sophie is now self-selecting her own soothing and regulating strategies. We've shaped her life so that she has a lot more choice and control, which makes her far less anxious and much more able to leave the house without distress. We've now come to the end of our nine-month key working period, but knowing that bibic is still there feels really reassuring. No doubt, we will be back for more input in the coming months. As for Sophie, she's desperate to go back to bibic to play with all their wonderful therapy toys and equipment, even to do the testing again! She loved the attention and being supported to succeed in those tests.



# **Financial Statements**



# Independent Examiner's Report to the Trustees of bibic

Independent examiner's report to the trustees of bibic ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

## Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Com

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Dick Maule FCA

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dick Maule FCA Independent Examiner, 24th November 2025.

Independent Examiner: Dick Maule FCA, The Cross House, South Woodchester, Gloucestershire, GL5 5EL



# Statement of Financial Activities

(Incorporating an Income and Expenditure Account)

for the Year Ended 31 March 2025

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2025 Total funds (£)	2024 Total funds (£)
<b>Income and endowments from</b>						
Donations and legacies	2	158,681	-	177,750	336,431	499,304
<b>Charitable Activities</b>	3	-	-	-	-	-
Therapy Provision		295,200	-	-	295,200	225,446
Therapy support		-	-	-	-	750
Other trading activities	4	6,437	-	305	6,742	41,497
Investment income	5	2,715	-	-	2,715	2,298
Other income	6	11,623	-	-	11,623	-
<b>Total</b>		474,656	-	178,055	652,711	769,295
<b>Expenditure on</b>						
Raising funds	7	125,080	3,537	52,496	181,113	209,115
<b>Charitable Activities</b>	8	-	-	-	-	-
Therapy Provision		306,780	30,555	72,503	409,838	460,049
Therapy Support		31,783	19,307	11,290	62,380	63,586
Governance Costs		20,202	-	37,509	57,711	72,277
<b>Total</b>		483,845	53,399	173,798	711,042	805,027
<b>Net income/ (expenditure)</b>						
		(9,189)	(53,399)	4,257	(58,331)	(35,732)
Transfers between funds	19	(4,500)	4,500	-	-	-
Net movement in funds		(13,689)	(48,899)	4,257	(58,331)	(35,732)
<b>Reconciliation of funds</b>						
Total funds brought forward		185,706	95,677	32,015	313,398	349,130
Total funds carried forward		172,017	46,778	36,272	255,067	313,398

The notes form part of the financial statements



# Balance Sheet

As at 31st March 2025

	Notes	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	2025 Total funds (£)	2024 Total funds (£)
<b>Fixed assets</b>						
Intangible assets	15	725	-	-	725	1,025
Tangible assets	16	17,985	-	1,807	19,792	28,914
<b>Total</b>		<b>18,710</b>	<b>-</b>	<b>1,807</b>	<b>20,517</b>	<b>29,939</b>

## Current assets

Debtors	17	34,069	-	-	34,069	170,642
Prepayments and accrued income		21,456	-	200	21,656	13,841
Cash at bank		190,222	46,778	34,265	271,265	327,030
<b>Total</b>		<b>245,747</b>	<b>46,778</b>	<b>34,465</b>	<b>326,990</b>	<b>511,513</b>

## Creditors

Amounts falling due within one year	18	(92,440)	-	-	(92,440)	(228,054)
<b>Net current assets</b>		<b>153,307</b>	<b>46,778</b>	<b>34,465</b>	<b>234,550</b>	<b>283,459</b>
<b>Total assets less current liabilities</b>		<b>172,017</b>	<b>46,778</b>	<b>36,272</b>	<b>255,067</b>	<b>313,398</b>
<b>Net assets</b>		<b>172,017</b>	<b>46,778</b>	<b>36,272</b>	<b>255,067</b>	<b>313,398</b>

## Funds

	19					
Unrestricted funds					218,795	281,383
Restricted funds					36,272	32,015
<b>Total funds</b>					<b>255,067</b>	<b>313,398</b>

The notes form part of the financial statements



## Balance Sheet - continued

As at 31st March 2025

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 24<sup>th</sup> November 2025 and were signed on its behalf by:



**Caroline Jameson,**  
**Chair of Trustees**





## Cash Flow Statement

### For the year ended 31st March 2025

	Notes	2025 Total funds (£)	2024 Total funds (£)
<b>Cash flow from operating activities</b>			
Cash generated from operations	1	(53,559)	(14,210)
Net cash used in operating activities		(53,559)	(14,210)
<b>Cash flow from investing activities</b>			
Purchase of tangible fixed assets		(4,921)	(5,280)
Sale of tangible fixed assets		-	1,827
Interest received		2,715	2,298
Net cash used in investing activities		(2,206)	(1,155)
Change in cash and cash equivalents in the reporting period		(55,765)	(15,365)
Cash and cash equivalents at the beginning of the reporting period		327,030	342,395
Cash and cash equivalents at the end of the reporting period		271,265	327,030

The notes form part of the financial statements



## Notes to the Cash Flow Statement

### For the year ended 31st March 2025

	2025 Total funds (£)		2024 Total funds (£)
1. Reconciliation of net (expenditure)/ income to net cash flow from operating activities			
Net (expenditure)/ income for the reporting period (as per the Statement of Financial Activities)	(58,331)		(35,732)
Adjustments for:			
Depreciation charges	14,343		20,583
Interest received	(2,715)		(2,298)
Decrease/(increase) in debtors	128,758		35,272
(Decrease)/increase in creditors	(135,614)		(32,035)
Net cash (used in)/provided by operations	(53,559)		(14,210)
	At 1.4.24 £	Cash flow £	At 31.3.25 £
2. Analysis of changes in net funds			
Net cash			
Cash at bank	327,030	(55,765)	271,265
Total	327,030	(55,765)	271,265



# Notes to the Financial Statements

## For the year ended 31st March 2025

### 1. Accounting Policies

#### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.

Income from grants, where entitlement is not conditional on the delivery of a specific performance by the charity, is recognised when the charity becomes unconditionally entitled to the grant.

Income from grants, where related to performance and specific deliverables, is accounted for as the charity earns the right to consideration by its performance.

Donated services and facilities are included at the value to the charity where this can be quantified.

The value of services provided by volunteers has not been included in these accounts.

Income from charitable activities is accounted for when earned.

Investment income is included when receivable.

#### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure includes any VAT that cannot be fully recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

#### Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.



## Notes to the Financial Statements

### For the year ended 31st March 2025 - 1. Accounting Policies continued.

#### Trade mark development costs

Amortisation is charged to write off the capitalized cost over 60 months (5 years) on a straight-line basis.

#### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property - in accordance with the property

Plant and machinery	-	10% on cost
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Fixtures and fittings	-	at varying rates on cost
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Computer equipment	-	33% on cost
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#### Taxation

The charity is exempt from corporation tax on its charitable activities.

#### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the Finance Management Committee for particular purposes.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

#### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.



## Notes to the Financial Statements

### For the year ended 31st March 2025 - continued.

#### 2. Donation and legacies

	2025 (£)	2024 (£)
Donations & appeals	79,866	120,293
Gift aid	8,293	9,672
Legacies	44,853	251,142
Grants	203,419	118,026
Donated services and facilities	-	171
Total	336,431	499,304

Grants received, included in the above, are as follows:

Trusts and Foundations	201,710	106,620
Access To Work grants from DWP	1,709	11,406
Total	203,419	118,026

#### 3. Income from charitable activities

Activity		
Therapy provision & training	295,200	225,446
Therapy provision & training	-	750
Total	295,200	226,196

#### 4. Other trading activities

Fundraising events	6,153	37,701
Social lotteries	590	3,796
Total	6,743	41,497

#### 5. Investment income

Deposit account interest	2,715
Total	2,715



## Notes to the Financial Statements

### For the year ended 31st March 2025 - continued.

#### 6. Other income

Insurance claim	9,148	-
Administration fees	448	-
Deposits forfeited	650	-
Sundry income	1,377	-
<b>Total</b>	<b>11,623</b>	<b>-</b>

#### 7. Raising funds

	2025 (£)	2024 (£)
Raising donations and legacies		
Staff costs	86,601	104,505
Sundries	21,727	28,692
Support costs	72,785	75,918
<b>Total</b>	<b>181,113</b>	<b>209,115</b>

#### 8. Charitable activities costs

	Direct costs (£) (See note 9)	Support costs (£) (See note 10)	Totals (£)
Therapy provision	313,387	96,451	409,838
Therapy support	62,380	-	62,380
Governance costs	-	57,711	57,711
<b>Total</b>	<b>375,767</b>	<b>154,162</b>	<b>529,929</b>

#### Comparative for 31 March 2024

	£	£	£
Therapy provision	350,307	109,742	460,049
Therapy support	63,586	-	63,586
Governance costs	-	72,277	72,277
<b>Total</b>	<b>413,893</b>	<b>182,019</b>	<b>595,912</b>



## Notes to the Financial Statements

### For the year ended 31st March 2025 - continued.

9. Direct costs of charitable activities	2025 (£)	2024 (£)
Staff costs	326,303	338,928
Other operating leases	17,025	17,533
Insurance	540	561
Light and heat	1,847	6,579
Sundries	22,538	38,874
Depreciation	7,513	11,418
<b>Total</b>	<b>375,767</b>	<b>413,893</b>

10. Support costs	Raising donations and legacies £	Therapy provision £	Governance costs £	Totals £
Management	19,458	19,458	25,944	64,859
Finance	8,592	8,592	11,455	28,638
Information technology	7,975	7,975	3,987	19,937
Human resources	712	712	949	2,374
Other	36,049	59,715	13,596	109,359
Governance costs	-	-	1,780	1,780
<b>Total</b>	<b>72,785</b>	<b>96,451</b>	<b>57,711</b>	<b>226,946</b>



## Notes to the Financial Statements

### For the year ended 31st March 2025 - continued.

#### Comparative for 31 March 2024

Management	17,288	17,288	26,289	60,865
Finance	7,151	7,910	10,625	25,686
Information technology	4,549	16,302	3,899	24,750
Human resources	460	459	4,868	5,787
Other	46,470	67,783	21,007	135,260
Governance costs	-	-	5,589	5,589
Total	75,918	109,742	72,277	257,937

#### 11. Net income/(expenditure)

	2025 (£)	2024 (£)
Depreciation - owned assets	14,043	20,283
Hire of premises	600	-
Hire of plant and machinery	3,669	3,506
Other operating leases	30,761	31,268
Trade Mark development costs amortisation	300	300
Independent Examiner fees	1,000	1,000



# Notes to the Financial Statements

## For the year ended 31st March 2025 - continued.

### 12. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

13. Staff costs	2025 (£)	2024 (£)
Wages and salaries	466,932	510,365
Social security costs	35,917	38,641
Other pension costs	23,526	26,054
Total	526,375	575,060

No employees received emoluments in excess of £60,000.

The key management personnel of the Charity comprise the Trustees, the CEO and members of the Senior Leadership Team. For 2024-25 this comprised Head of Therapy and Business Development, Senior Fundraising Officer, and Finance Manager. The total employee benefits of the key management personnel of the Charity were £126,307 (2024 £130,364).

The average monthly number of employees during the year was as follows:	2025	2024
Therapy & Therapy support	14	14
Fundraising & Marketing	3	5
Finance & Administration	3	3
Management	1	1
Total	21	23

Average number of full-time staff was 12 (2024: 15) and average number of part-time staff was 9 (2024: 8). The full-time equivalent of the part-time staff was 5 (2024: 5).



# Notes to the Financial Statements

## For the year ended 31st March 2025 - continued.

### 14. Comparatives for the statement of financial activities

Income and endowments from	Unrestricted funds (£)	Designated funds (£)	Restricted funds (£)	Total funds (£)
Donations and legacies	425,004	-	74,300	499,304
<b>Charitable activities</b>				
Therapy provision	225,102	-	344	225,446
Therapy support	750	-	-	750
Other trading activities	41,497	-	-	41,497
Investment income	2,298	-	-	2,298
<b>Total</b>	<b>694,651</b>	<b>-</b>	<b>74,644</b>	<b>769,295</b>
<b>Expenditure on</b>				
Raising funds	190,007	1,791	17,317	209,115
<b>Charitable activities</b>				
Therapy provision	308,103	26,784	125,162	460,049
Governance costs	65,398	-	6,879	72,277
Therapy support	46,215	12,968	4,403	63,586
<b>Total</b>	<b>609,723</b>	<b>41,543</b>	<b>153,761</b>	<b>805,027</b>
Net income/(expenditure)	84,928	(41,543)	(79,117)	(35,732)
Transfers between funds	(80,458)	80,458	-	-
Net movement in funds	4,470	38,915	(79,117)	(35,732)
<b>Reconciliation of funds</b>				
Total funds brought forward	181,236	56,762	111,132	349,130
Total funds carried forward	185,706	95,677	32,015	313,398



## Notes to the Financial Statements

### For the year ended 31st March 2025 - continued.

#### 15. Intangible fixed assets

##### Cost

At 1 April 2024 and 31 March 2025

Trade Mark  
developments (£)

1,500

##### Amortisation

At 1 April 2024

475

Charge for year

300

At 31 March 2025

775

##### Net book value

At 31 March 2025

725

At 31 March 2024

1,025

#### 16. Tangible fixed assets

	Improvements to property (£)	Plant and machinery (£)	Fixtures and fittings (£)	Computer equipment (£)	Total (£)
<b>Cost</b>					
At 1 April 2024	25,416	23,527	20,751	41,981	111,675
Additions	-	-	2,730	2,191	4,921
Disposals	-	-	-	-	-
At 31 March 2025	25,416	23,527	23,481	44,172	116,596
<b>Depreciation</b>					
At 1 April 2024	21,022	13,049	13,467	35,223	82,761
Charge for year	4,394	2,947	2,751	3,951	14,043
Eliminated on disposal	-	-	-	-	-
At 31 March 2025	25,416	15,996	16,218	39,174	96,804
<b>Net book value</b>					
At 31 March 2025	-	7,531	7,263	4,998	19,792
At 31 March 2024	4,394	10,478	7,284	6,758	28,914



## Notes to the Financial Statements

For the year ended 31st March 2025 - continued.

17 Debtors: amounts falling due within one year	2025 (£)	2024 (£)
Trade debtors	33,336	153,238
Other debtors	733	17,404
<b>Total</b>	<b>34,069</b>	<b>170,642</b>

18. Creditors: amounts falling due within one year	2025 (£)	2024 (£)
Trade creditors	4,802	2,421
Social security and other taxes	8,138	7,597
Other creditors	7,198	6,168
Accruals and deferred income	64,383	209,003
Accrued expenses	7,919	2,865
<b>Total</b>	<b>92,440</b>	<b>228,054</b>

### 19. Movement in funds

Unrestricted funds	At 1.4.24 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.25 (£)
General fund	185,706	(9,189)	(4,500)	172,017
Marketing & Communication	731	(3,405)	3,000	326
Other matters	49,646	(49,994)	1,500	1,152
Fixed assets & Exit costs	45,300	-	-	45,300
<b>Total</b>	<b>281,383</b>	<b>(62,588)</b>	<b>-</b>	<b>281,795</b>

### Restricted funds

Garfield Weston Foundation	19,400	(19,400)	-	-
Others	9,725	24,740	-	34,465
Jemima Layzell Trust	2,890	(1,083)	-	1,807
The National Lottery Community Fund	-	-	-	-
<b>Total</b>	<b>32,015</b>	<b>4,257</b>	<b>-</b>	<b>36,272</b>
<b>Total funds</b>	<b>313,398</b>	<b>(58,331)</b>	<b>-</b>	<b>255,067</b>



# Notes to the Financial Statements

For the year ended 31st March 2025

## 19. Movement in funds continued.

Net movement in funds, included in the above are as follows:

### Unrestricted funds

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
General fund	474,656	(483,845)	(9,189)
Marketing & communication	-	(3,405)	(3,405)
Other matters	-	(49,994)	(49,994)
Total	474,656	(537,244)	(62,588)

### Restricted funds

Garfield Weston Foundation	-	(19,400)	(19,400)
Others	103,055	(78,315)	24,740
Jemima Layzell Trust	-	(1,083)	(1,083)
The National Lottery Community Fund	75,000	(75,000)	-
Total	178,055	(173,798)	4,257
Total funds	652,711	(711,042)	(58,331)

### Comparatives for movement in funds

Unrestricted funds	At 1.4.23 (£)	Net movement in funds (£)	Transfer between funds (£)	At 31.3.24 (£)
General fund	181,236	84,928	(80,458)	185,706
Monitoring & evaluation	3,115	(3,975)	860	-
Marketing and communication	5,453	(1,722)	(3,000)	731
Fundraising strategy & programme	902	-	(902)	-
Other matters	1,992	(35,846)	83,500	49,646
Fixed assets & exit costs	45,300	-	-	45,300
Total	237,998	43,385	-	281,383



# Notes to the Financial Statements

For the year ended 31st March 2025 - continued.

## Restricted funds

BBC Children In Need	3,099	(3,099)	-	-
Garfield Weston Foundation	25,000	(5,600)	-	19,400
Others	46,038	(36,313)	-	9,725
Jemima Layzell Trust	3,972	(1,082)	-	2,890
50th Anniversary Lunch	33,023	(33,023)	-	-
<b>Total</b>	<b>111,132</b>	<b>(79,117)</b>	<b>-</b>	<b>32,015</b>
<b>Total funds</b>	<b>349,130</b>	<b>(35,732)</b>	<b>-</b>	<b>313,398</b>

Comparative net movement in funds, included in the above are as follows:

## Unrestricted funds

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
General fund	694,651	(609,723)	84,928
Monitoring & evaluation	-	(3,975)	(3,975)
Marketing & communication	-	(1,722)	(1,722)
Other matters	-	(35,846)	(35,846)
<b>Total</b>	<b>694,651</b>	<b>(651,266)</b>	<b>43,385</b>

## Restricted funds

BBC Children In Need	-	(3,099)	(3,099)
Garfield Weston Foundation	25,000	(30,600)	(5,600)
Others	49,644	(85,957)	(36,313)
Jemima Layzell Trust	-	(1,082)	(1,082)
50th Anniversary Lunch Event	-	(33,023)	(33,023)
<b>Total</b>	<b>74,644</b>	<b>(153,761)</b>	<b>(79,117)</b>
<b>Total funds</b>	<b>769,295</b>	<b>(805,027)</b>	<b>(35,732)</b>

## 20. Related party disclosures

There were no related party transactions for the year ended 31 March 2025.







**Structure,  
governance,  
management  
and administration details**



# Structure, governance and management

## Constitution

bibic is a registered charity with the Charity Commission in England and Wales (charity number 1057635) and was incorporated as a private company limited by guarantee (company number 03217418) on 3 June 1996. The charity is governed by a Memorandum and Articles of Association and has no share capital.

## Principal object of the charity

The charity was established to reduce need and hardship among children and adults with learning difficulties and/or physical disabilities and to provide support and assistance to their families.

## Governance

The Directors of the company, unless otherwise stated, are the Trustees of the registered charity. All Trustees named within this report served throughout the year and until the date this report had been signed, unless otherwise stated. The charity is organised so that the Trustees meet collectively 6 times per year to direct the management of its affairs. The finance committee meets 6 times per a year prior to full Board meetings. Strategy days and other sub-committee meetings are also held periodically. On the occasion that there may be the need, the Board may hold interim meetings or increase the frequency of Board meetings to discuss/ address key issues.

The Board is responsible for confirming the appointment of a new Trustee following a clear recruitment and selection policy and procedure. When recruiting new Trustees, the charity aims to attract a diverse range of candidates who have different skills. We value the benefits of having members with different backgrounds, expertise and experiences. Trustees are recruited through external advertisement and are subject to reference checks before starting with the charity.

The term of office is three years after which period a Trustee must seek re-appointment by the Board if they wish to continue. The usual maximum is three terms of office, unless the Board feel there is good reason to extend. New Trustees are offered a programme of induction which includes provision of a range of key documents, a tour of the National Centre, meeting with key members of staff and observing an assessment.

Our current Board, has a diverse breadth of specific skills, knowledge and experience. The board includes skills such as financial management, marketing and communications, law, risk management, mental health and Autism. Six out of our Seven Trustees have personal lived experience of the sector and another has professional experience of working with the community we support, providing leadership with insight.

Trustees are volunteers and receive no remuneration or benefits from the charity. Out-of-pocket expenses may be claimed on request.

## Organisational structure: management and employees

The board delegates responsibility for the management of the charity to the CEO, Pip Buckley, who oversees all operational and strategic matters. Therapy services are provided under the direction of Chesley Oxley, Head of Therapy and Business Development and Fundraising and Marketing is driven by Gemma Pack, Senior Fundraising Officer. The finance function is overseen by Philip Cullum, Finance Manager.



bibic embraces diversity, recognising this brings different perspectives, ideas and knowledge, and that difference brings strength, supports staff wellbeing and engagement and helps the charity make better decisions so we can deliver our charitable aims successfully. Our aim is to create a culture which attracts diverse staff, values each person's differences and encourages individuals to maximise their potential.

The charity is committed to the principle of equal opportunities in employment and recognises its obligations under the Equality Act 2010. The charity is an accredited Living Wage Employer and a Disability Confident Committed Employer. Health and safety are given due attention and employees are provided with appropriate training in accordance with the charity's policies.

## Senior management remuneration

Senior staff pay is externally benchmarked, set/reviewed by the Trustees and linked to an internal performance appraisal system. No employees had employee benefits in excess of £60,000 Pension costs are allocated to activities in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: nil) neither were they reimbursed expenses during the year (2024: nil). No charity trustee received payment for professional or other services supplied to the charity (2024: nil). The key management personnel of the charity comprise the trustees and the CEO. The total employee benefits of the key management personnel of the charity were £126,307 (2024 £130,364).

## Relationships and memberships

To ensure that we are doing the best for our community and also are mindful of good governance and trends within the sector, bibic, and/or our CEO are members of several organisations. These have been invaluable in supporting our charitable reach and opening up new connections and networks across the sector.

Our memberships currently include NCVO, The Chartered Institute of Fundraising, The Fundraising Regulator, Somerset Chamber of Commerce, the British Psychological Society and The Lucidity Network.

To continue to develop the management team we also work with several coaches and mentors who are specialist in their fields. This insight provides ongoing learning for leaders and managers at bibic.

The charity places great importance on collaborative relationships with a vast range of other organisations and has continued to build our network with likeminded organisations. These include The NHS, Somerset VCFSE, myESS, Spark Somerset, NeuroConnect, Spinning World of Autism, Parent Carer Forums, TLE Coaching, The Inclusion Project, Insight Consultancy, to name a few.

These relationships help raise awareness of key issues affecting mutual communities, share learning and enable families to access wider support and information. bibic aims to continue to develop relationships across the sector and continue to do more collaborative work.

## Our fundraising standards

bibic is registered with the Fundraising Regulator and is committed to the Code of Fundraising Practice. We make sure our Fundraising team are kept up to date with legislation and best practice and they support people fundraising in the community to uphold these same standards. In the last year we did not receive any complaints about our fundraising and marketing activities. In the situation that a complaint is received, we aim to review and resolve the situation in line with bibic's complaints policies, escalating to external regulators if required.



Registered with  
**FUNDRAISING  
REGULATOR**



# Trustees' Statement

## (Representation letter)

We confirm to the best of our knowledge and belief and having made appropriate enquiries of other directors/trustees and officials of the charity, the following representations given to you in connection with your examination of the charity's financial statements for the year ended 31st March 2025.

### General

1. We acknowledge as directors/trustees our responsibility under the Companies Act 2006 / Charities Act 2011 for the financial statements which give a true and fair view and for making accurate representations to you. All the accounting records have been made available to you for the purpose of your independent examination and all the transactions undertaken by the charity have been properly reflected and recorded in the accounting records. All other records and related information, including minutes of management meetings, have been made available to you.

2. The financial statements are free of material misstatements, including omissions.

3. We believe that the effect of any uncorrected misstatements is immaterial both individually and in total.

### Internal control and fraud

4. We acknowledge our responsibility for the design and implementation of internal control systems to prevent and detect fraud and error. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysis, regulators or others.

### Assets and liabilities

5. The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

6. We have recorded or disclosed, as appropriate, all liabilities, both actual and contingent, and have disclosed in the notes to the financial statements all guarantees that we have given to third parties.

7. We have no plans or intentions that may materially alter the carrying value or classification of assets and liabilities reflected in the financial statements.

### Accounting estimates

8. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.

### Loans and arrangements

9. The charity has not granted any advances or credits to, or made guarantees on behalf of, directors / trustees other than those disclosed in the financial statements.

### Legal claims

10. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.



## Law and regulations

11. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose affects should be considered when preparing the financial statements.

## Related parties

12. Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements of the Companies Act 2006 / Charities Act 2011 or the SORP.

## Subsequent events

13. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.



## Going concern

14. We believe that the charity's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the charity's needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity's ability to continue as a going concern need to be made in the financial statements.

## Grants and donations

15. All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Caroline Jameson'.

**Caroline Jameson**  
Chair of Trustees

Signed on behalf of the Board of  
Directors/Trustees  
bibic

Date: 24<sup>th</sup> November 2025



# Trustees' statement

## from the Chair of Trustees

by Caroline Jameson

The Trustees (who are also Directors of bibic for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the strategic report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on an going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provision of the charity's constitution. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as each of the Trustees of the charity at the date of approval of this report is aware, there is no relevant audit information (information needed by the charity's auditor in connection with preparing the audit report) of which the charitable company's examiner is unaware. Each Trustee has taken all of the steps that they should have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the charitable company's examiner is aware of that information.

This Trustees' Annual Report, incorporating the strategic report, was approved by the board of Trustees on 24<sup>th</sup> November 2025 and signed on its behalf:

**Caroline Jameson,**  
Chair of the Trustees



# Reference and administration

<b>Charity Number</b>	1057635
<b>Company Number</b>	3217418
<b>Registered Office</b>	bibic Old Kelways, Somerton Road, Langport, Somerset, TA10 9SJ

<b>Directors and Trustees</b>	<b>Appointed</b>	<b>Resigned</b>	<b>Role</b>
Laura Voyle	10 June 2016	1 August 2024	Chair from 21 Sep 2020
Amit Bali	29 November 2017	31 December 2024	
Ross Henley	26 July 2021	24 March 2025	
Hugh Gregory	26 September 2022		Treasurer from June 2023
Catherine Lombardo	26 September 2022	31 May 2025	
Caroline Jameson	30 January 2023		
Jason Whyte	30 January 2023		Chair from 29 <sup>th</sup> July 2024
Angharad Hughes	30 January 2023		
Daisy Forster	24 March 2025		
Luke Voulgarakis	24 March 2025		
Vicki Phillips	16 June 2025		
Sarah Esler	29 September 2025		

## Senior Leadership Team

CEO	Philippa Buckley	
Head of Therapy and Business Development	Chelsey Oxley	
Finance Manager	Philip Cullum	
Senior Fundraising Officer	Gemma Pack	Promoted February 2024

## Independent Examiner

Dick Maule FCA  
The Cross House, South Woodchester,  
Gloucestershire GL5 5EL

## Bankers

Barclays Bank Plc, 1 Church Place, London E14 5HP  
CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent M19 4JU  
Natwest Plc, 8 York Buildings, Cornhill, Bridgwater, Somerset, TA6 3BU

## Fundraising Consultant

Karen Edgington





01458 253344  
info@bibic.org.uk  
**[bibic.org.uk](http://bibic.org.uk)**

Old Kelways, Somerton Road,  
Langport, Somerset, TA10 9SJ

Registered charity no. 1057635  
Registered company no. 03217418



Transforming lives through  
developmental therapy